

# Placer Public Employees Organization (PPEO)

## General & Professional Units

### Benefits Summary

Contract Term: July 1, 2022, through June 30, 2025

Updated: 05/10/2023



## Salary and Compensation

<b>General Wage Increases</b>	<p>07/02/2022      4.0%</p> <p>06/17/2023      4.0%</p> <p>06/15/2024      4.0%</p>
<b>Tuition Reimbursement</b>	\$1,200.00 max per fiscal year on approved classes.
<b>Uniform &amp; Work Boot Allowance</b>	<p>Uniform: Employees required to wear uniforms in eligible classification as part of their regular duties are eligible for \$750 or \$1,065 per fiscal year.</p> <p>Work Boot: Employees required to wear safety boots in eligible classification as part of their regular duties are eligible for \$150 to \$325 per fiscal year</p>
<b>Cafeteria Plan Contribution</b>	CalPERS Miscellaneous employees are eligible for a 6% and Safety employees a 5% of salary an employer contribution to offset pre-tax benefit premiums under the County's cafeteria plan, which includes health, dental, vision, and supplemental AD&D premiums (pretax), Default is cash (taxable).
<b>Stand By/Call Back Pay</b>	Stand by: \$30 for weekdays and \$35 for weekends and holidays paid for in units of 8 hours.
<b>Assignment &amp; License/Certification Pays</b>	<ul style="list-style-type: none"> <li>• Architect – Licensed (certificate of registration as licensed required) – Additional 5%</li> <li>• Bilingual pay – Additional 5%</li> <li>• Building Inspector Certification Pays - \$50 to \$200 per month</li> <li>• Canine Pay – \$300 per month</li> <li>• Cell Extraction Response Team - \$125 per month</li> <li>• Client Services Practitioner certified as a Licensed Clinical Social Worker, or Marriage, Family, or Child Counselor. – Additional 5%</li> <li>• CPA certificate – Additional 5%</li> <li>• Engineer – Assistant (certificate of registration as a Civil Engineer required) – Additional 5%</li> <li>• Family &amp; Children's Services (FACS) Unit Pay – Additional 5%</li> <li>• Inmate Oversight Pay – Additional 5%</li> <li>• Jail Assignment Pay – Additional 5%</li> <li>• Longevity Pay –Permanent employees hired prior to November 1, 2019</li> <li>• Night Shift Differential Pay – Additional 7.5%</li> <li>• Public Safety Dispatcher POST Pays – \$100 to \$125 bi-weekly</li> <li>• Public Safety Dispatcher Lateral Signing Bonus – \$1,500 initial and \$1,000 upon the completion of the probationary period</li> <li>• Special Skills/License Pay – Additional 2.5%</li> <li>• Tahoe Branch Assignment Pay - \$1,000 per month</li> <li>• Undercover Assignment Pay – Additional 5%</li> <li>• Universal Technician Pay – Additional 5%</li> </ul>

## Life Savings Planning

CalPERS Retirement	Retirement Tier	Date of Hire	Formula	Total Employee Contribution
PPEO – Non-Safety	Tier 1	Before 03/13/2011	2.5% @ 55	8.00%
	Tier 2	Classic hired on or after 3/13/2011	2.0% @ 55	7.00%
	Tier 3 – PEPR	PEPRA hired on or after 1/1/2013	2.0% @ 62	7.00% 8.00% Effective 6/17/2023
PPEO - Safety	Tier 1	Before 3/13/2011	3.0% @ 50	9.00%
	Tier 2	Classic hired on or after 3/13/2011	3.0% @ 55	9.00%
	Tier 3 – PEPR	PEPRA hired on or after 1/1/2013	2.7% @ 57	12.00%
Pension Plan	Placer County pension plans are administered by CalPERS. The tier an employee is placed in is dependent upon the hire date and CalPERS membership date. New hires will generally be placed as Tier 3 PEPRA members. Pensionable compensation limits are set each calendar year by CalPERS. Please see <a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a> for questions regarding compensation limits. For questions regarding employee and employer CalPERS pension contribution amounts, please contact the Human Resources Department.			
Social Security	6.2% contributed by both employer and employee.			
Deferred Compensation	The County offers voluntary 401(k) and 457 deferred compensation programs. Employees can elect pre-tax and Roth after-tax contributions up to the IRS annual limit.			
Retiree Medical – Employer Contribution	Hired prior to 01/01/2005: requires 5 years of PERS service credit, the retiree's share of cost is 20% and the employer's share of cost is 80% of the monthly premium. Hired on or after 01/01/2005: requires 10 years of CalPERS service, 5 of which must be with the County of Placer. The retiree's share of the cost is based on the total completed years of service. The employer's contribution percentage is determined by the California Public Employee's Retirement Law <a href="#">Section 22893</a> , Health Vesting Schedule.			
Sick Leave Benefit at Retirement	Any unused sick leave of more than 1,500 hours at the time of retirement will be applied towards CalPERS service credit pursuant to GC Section 20965. Effective January 2023, employees retiring from County service and eligible to receive CalPERS Miscellaneous plan benefits at the time of retirement shall have the dollar value of the employee's sick leave balance (balance x hourly rate) placed on the account and the retiree's health premium reimbursed monthly through deductions from the sick leave account until depleted. This benefit does not apply to any other County sponsored plans such as dental life, and/or vision.			

## Health and Insurance Plans

Health Insurance	Placer County provides benefit-eligible employees with health insurance coverage through the CalPERS Health Insurance Program. The <a href="#">offered plans and associated rates</a> include HMO and PPO plans for the employees and all eligible dependents. The County contributes 80% of the health premium.
Dental and Vision Insurance	The County provides employer-paid Dental and Vision insurance to benefit eligible employees. Employees are responsible for the premiums for any eligible enrolled dependents.
Eligible Opt-Out of Health Coverage	Benefit-eligible employees who possess other group health coverage for themselves, and all tax dependents may be eligible to opt out of the County's offered health coverage. Qualifying employees shall receive \$140 cash in lieu of health coverage.

The information contained in this document is a summary of benefits to regular employees. County contributions are prorated for employees who work less than full-time. For specific information refer to the MOU. The information contained herein does not constitute either an expressed or implied contract.

<b>Employee Assistance Program (EAP)</b>	The Employee Assistance Program (EAP) is a benefit provided and paid for by the County for benefit-eligible employees and members of their household.
<b>Life &amp; AD&amp;D Insurance</b>	County-paid \$50,000 life insurance and \$10,000 Accidental Death & Dismemberment policy are provided at no cost to the employee. Supplemental coverage is available for purchase for the employee and qualified dependents for both plans.
<b>Flexible Spending Accounts</b>	The County offers eligible employees the opportunity to elect pre-tax dollars for dependent care and/or qualifying out-of-pocket medical expenses. Employees must designate annually the voluntary pre-tax payroll contributions to their Dependent Care and/or Medical Flexible Spending Accounts (FSA).
<b>Medicare</b>	1.45% contributed by both employer and employee.

## Paid Time Off

	Hours of Service	Annual Hours Accrual	Hours Cap	Cash Out Program
Vacation Leave	=0 to 4,160 hours	10 days	400 hours with less than 10 years of service	Employees with a vacation balance of three hundred (300) hours or more may request once per calendar year to cash out up to forty (40) vacation hours.
	4,161 to 8,320 hours	12 days		
	8,321 to 18,720 hours	15 days	520 hours with more than 10 years of	
	18,721 to 39,520 hours	20 days		
	39,521 or more hours	25 days		
Sick Leave	12 paid days/year. Pro-rated for part-time employees.		1,000 hours	No cash out option
Holidays	The County has <a href="#">12 holidays</a> plus two additional floating holidays per year. Holidays are pro-rated for part-time employees. Employees hired after July 1 <sup>st</sup> will not receive the floating holidays until the following calendar year.			
Bereavement Leave	Five (5) days of time off for qualifying family members.			

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